

# Comparisons of Job Characteristics

Focus Occupation: [Home Health Aides \(31-1011\)](#)

Associated Occupation: [Healthcare Social Workers \(21-1022\)](#)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

|    |  |
|----|--|
| << | Focus occupation element is much lower             |
| <  | Focus occupation element is lower                  |
| 0  | Focus occupation element is at a similar level     |
| >  | Focus occupation element is at a higher level      |
| >> | Focus occupation element is at a much higher level |

## Knowledge

Similarity of Focus Occupation to Associated Occupation: 75

Focus Occupation: Home Health Aides (31-1011)

Associated Occupation: Healthcare Social Workers (21-1022)

| Associated Occupation's Key Knowledge Elements | Average Rating, All Occupations | Associated Occupation's Rating | Focus Occupation's Rating | Evaluation of Focus Occupation |   |
|--|---------------------------------|--------------------------------|---------------------------|--------------------------------|---|
| Therapy and Counseling                         | 3.8                             | 23.5                           | 7.6                       | <<                             | Extensive education and/or training may be required |
| Psychology                                     | 6.4                             | 22.5                           | 13.2                      | <<                             | Extensive education and/or training may be required |
| Customer and Personal Service                  | 11.3                            | 18.8                           | 10.2                      | <<                             | Extensive education and/or training may be required |
| Sociology and Anthropology                     | 4.1                             | 17.9                           | 4.4                       | <<                             | Extensive education and/or training may be required |
| Philosophy and Theology                        | 3.2                             | 11.4                           | 5.7                       | <<                             | Extensive education and/or training may be required |
| Medicine and Dentistry                         | 3.7                             | 9.2                            | 9.2                       | 0                              | Current knowledge level may be sufficient           |

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Skills

Similarity of Focus Occupation to Associated Occupation: 85

Focus Occupation: Home Health Aides (31-1011)

Associated Occupation: Healthcare Social Workers (21-1022)

| Associated Occupation's Key Skills Elements | Average Rating, All Occupations | Associated Occupation's Rating | Focus Occupation's Rating | Evaluation of Focus Occupation |  |
|---|---------------------------------|--------------------------------|---------------------------|--------------------------------|--|
| Social Perceptiveness                       | 9.1                             | 17.1                           | 10.6                      | <<                             | Extensive development of skills in this area may be required |
| Active Listening                            | 11.0                            | 16.2                           | 11.2                      | <<                             | Extensive development of skills in this area may be required |
| Speaking                                    | 10.8                            | 14.6                           | 9.6                       | <<                             | Extensive development of skills in this area may be required |
| Service Orientation                         | 7.9                             | 14.1                           | 10.7                      | <<                             | Extensive development of skills in this area may be required |

|                     |     |      |     |    |  |
|---------------------|-----|------|-----|----|--|
| Coordination        | 9.1 | 11.6 | 9.0 | << | Extensive development of skills in this area may be required |
| Persuasion          | 7.4 | 10.6 | 7.6 | << | Extensive development of skills in this area may be required |
| Negotiation         | 6.8 | 9.8  | 7.9 | <  | A higher skill level may be required                         |
| Operations Analysis | 5.0 | 9.7  | 1.0 | << | Extensive development of skills in this area may be required |

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

| Abilities   |                                 | Similarity of Focus Occupation to Associated Occupation: 86 |                           |                                |  |
|---|---------------------------------|---|---------------------------|--------------------------------|--|
| Focus Occupation: Home Health Aides (31-1011)<br>Associated Occupation: Healthcare Social Workers (21-1022) |                                 |   |                           |                                |  |
| Associated Occupation's Key Abilities Elements  | Average Rating, All Occupations | Associated Occupation's Rating                              | Focus Occupation's Rating | Evaluation of Focus Occupation |  |
| Oral Expression   | 12.4                            | 15.7  | 12.2                      | <<                             | Extensive improvement in abilities may be required |
| Oral Comprehension  | 12.5                            | 15.4  | 12.0                      | <<                             | Extensive improvement in abilities may be required |
| Speech Recognition  | 9.9                             | 14.4  | 9.8                       | <<                             | Extensive improvement in abilities may be required |
| Deductive Reasoning   | 10.6                            | 14.3  | 9.8                       | <<                             | Extensive improvement in abilities may be required |
| Problem Sensitivity   | 11.1                            | 13.9  | 11.5                      | <                              | Some improvement in abilities may be required      |
| Inductive Reasoning   | 10.2                            | 12.9  | 10.0                      | <<                             | Extensive improvement in abilities may be required |
| Fluency of Ideas  | 7.6                             | 11.1  | 7.5                       | <<                             | Extensive improvement in abilities may be required |
| Memorization  | 5.6                             | 7.3   | 4.8                       | <<                             | Extensive improvement in abilities may be required |

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

| Activities that Both Occupations Have in Common   |                         | Similarity of Focus Occupation to Associated Occupation: 44 |
|---|-------------------------|---|
| <b>Focus Occupation: Home Health Aides (31-1011)</b><br><b>Associated Occupation: Healthcare Social Workers (21-1022)</b> |                         |   |
| Work Activities   | Exclusivity of Activity |   |
| Maintain dental or medical records  | 64                      |   |

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Tools and Technologies that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: 77

**Focus Occupation: Home Health Aides (31-1011)**  
**Associated Occupation: Healthcare Social Workers (21-1022)**

| Tools and Technologies             | Exclusivity |
|------------------------------------|-------------|
| Computers                          | 1           |
| Data management and query software | 1           |
| Industry specific software         | 1           |
| Network applications software      | 1           |

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.